

Human Resources Bulletin 00-4

Guide for New Federal Employees

To help new employees understand their federal pay and benefits, FEDweek has posted a free guide for new federal employees called FEDweek's Welcome to the Federal Government. You can download and print this free guide with FEDweek's compliments. To get your free copy, simply go to their website at <http://www.fedweek.com> and click on "Welcome to the Government Guide."

Great Lakes and Ohio River Division Employees Selected for Sustaining Base Leadership and Management (SBLM) Courses

Three LRD employees have been selected by HQDA panels to attend SBLM courses. Mr. Carmen Rozzi, Pittsburgh District has been selected to attend the Resident Class 00-2, 23 May-11 Aug 00. Ms. Felicia Kirksey, Chicago District and Mr. Gary O'Keefe, Detroit District have been selected to participate in the Non-Resident Class NR-01, 14 Aug-27 Jul 01. Applications for the NR-01 course are still being accepted. The application deadline has been extended. Applications must be received in CELRD-HR not later than 7 Apr 00. This is the non-resident version of Army Management Staff College. Applications for the next resident class, 00-3, 19 Sep-13 Dec 00, are due in CELRD-HR not later than 20 Mar 00. The application procedures can be accessed at the <http://www.cpol.army.mil> under the Training link, then the ACTEDS FY2000 Training Catalog.

Retirement Age for Full Social Security Retirement Benefits Changes to 67

January 1, 2000 hails many changes for the new millenium. However, some changes are more (or less) exciting than others! Changes in the minimum age for retirement may be one of those "less" exciting items for many of those looking forward to retirement. Changes that have been in the making for sixteen years went into effect on the first day of 2000. The minimum retirement age for receiving "full" social security benefits has changed to 67. If you are beginning to formulate your retirement plans take a look at the information below from the Social Security Administration and check out their website at <http://www.ssa.gov> for additional information.

Year of Birth	Full Retirement Age	*Age 62 Reduction Months	Monthly % Reduction	Total % Reduction
1937 or earlier	65	36	.555	20.00
1938	65 and 2 months	38	.548	20.83
1939	65 and 4 months	40	.541	21.67
1940	65 and 6 months	42	.535	22.50
1941	65 and 8 months	44	.530	23.33

1942	65 and 10 months	46	.525	24.17
1943--1954	66	48	.520	25.00
1955	66 and 2 months	50	.516	25.84
1956	66 and 4 months	52	.512	26.66
1957	66 and 6 months	54	.509	27.50
1958	66 and 8 months	56	.505	28.33
1959	66 and 10 months	58	.502	29.17
1960 and later	67	60	.500	30.00

*You can also retire at any time between age 62 and full retirement age. However, if you start at one of these early ages, your benefits are reduced a fraction of a percent for each month before your full retirement age.

As a general rule, early retirement will give you about the same total Social Security benefits over your lifetime, but in smaller amounts to take into account the longer period you will receive them.

Here's An Important Point: There are disadvantages and advantages to taking your benefit before your full retirement age. The advantage is that you collect benefits for a longer period of time. The disadvantage is that your benefit is permanently reduced. Each person's situation is different, so make sure you contact your Social Security Office **before you decide to retire.**

** Percentage monthly and total reductions are approximate due to rounding. The actual reductions are .555 or 5/9 of 1% per month for the first 36 months and .416 or 5/12 of 1% for subsequent months.*

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